

A20N
DG34
S43

Skills

Published by the
Skills Development Division

New courses to improve productivity in industry

Ontario's 22 colleges of applied arts and technology will offer new courses this winter to teach managers how to improve productivity in industry and business.

A Unique series of ten courses on productivity, designed by experts from business and industry who donated their time to the project, has been well received by co-ordinators of management development in the colleges.

Development of the courses was funded to the extent of \$800,000 during the last 15 months by Ontario's Board of Industrial Leadership and Development.

The new productivity courses were unveiled at a news conference in May by Colleges and Universities Minister Dr. Bette Stephenson, assisted by a panel of industry representatives who helped develop the materials.

Since that time, the colleges have responded enthusiastically to the new courses, said James Allen, an official of the Ministry of Colleges and Universities who is responsible for delivery of the new courses, and similar courses in the Ontario Management Development Program which he administers.

Mr. Allen said sample copies of the new courses have been sent to all colleges free of charge. Additional copies and related materials are available from the central depository for such items, the Learning Packages Centre of Centennial College, Scarborough.

Each of the new course outlines is described in pamphlets produced by MCU with BILD funds, and sent to the colleges. A short videotape describing the courses has also been made available for colleges to use in promoting the courses for the benefit of businesses and industries in their areas.

Basic premise for the courses is that the key factor in increasing productivity is know-how, not hardware. And sharing know-how is what the courses are all about. The course leaders are practical, well-qualified business persons, educators or consultants, who are familiar with the day-to-day problems of managers, supervisors and owners of businesses and industries.

The keystone course of the new series is titled Organizational Productivity Improvement. It deals with financial, technological and human-resource strategies: "Most technological answers to productivity improvement are doomed to failure if they are not combined with sound people programs," the course pamphlet says.

Other courses offer strategies for better international and domestic marketing; improved product design; management of technology for production, information systems, accounting and finance.

Company managers, supervisors and owners interested in taking the new productivity courses should contact their local college of applied arts and technology.

Each college has a co-ordinator of management development to deal with inquiries.

At the news conference unveiling the new series of courses, Dr. Stephenson was accompanied by Leo Mitchell, the Ministry of Colleges and Universities official responsible for co-ordinating development of the new courses; Ray McCormick of Westinghouse Canada, and George Boyd of Shell Chemical Ltd.

The Minister said the program was designed to increase the productivity, profitability and international competitiveness of Ontario businesses and industries.



Ten Productivity Courses Given Straight A's: Stephenson

In a move to make Ontario companies more productive, Bette Stephenson, Minister of Education and of Colleges and Universities, has announced the creation of a million-dollar program intended to increase the productivity, profitability, and international competitiveness of business and industry in Ontario.

In announcing the program on May 29, Dr. Stephenson wasted no time in addressing the issues. The text of Dr. Stephenson's address is presented in its entirety.

As promised, I shall be brief. And blunt.

In the international marketplace, Ontario is being pushed around; in some cases, pushed out. And I don't like it.

While we enjoy international dominance in some sectors, many Ontario companies cannot compete against their foreign rivals.

At the root of the problem is an inability or unwillingness:

- ° to adopt technological innovations;
- ° to market goods and services aggressively;
- ° to increase the productivity of the Ontario worker.

I want to make it clear that the productivity problem does not lie in the assembly line, or at the sales counter, or in the stock room. It lies in the board room.

Productivity is primarily a management responsibility. First, because the ability of the individual worker to be productive depends largely on the leadership, competence, and vision of the manager. The Ford assembly-line workers were not responsible for the Edsel; their managers were.

Second, because responsibility for the productive use of capital - an equally important resource - lies totally with management. The Ontario worker with a parallel rule and a pencil cannot compete with the Japanese worker with a computer-based design system.

That is why the program introduced here today is so vital to Ontario's productivity, profitability, and international competitiveness. And that is why I am so proud of it.

The Managing Productivity Improvement Program is specifically designed to develop the ability of owners and managers to improve their productivity and the productivity of their organizations. It takes a practical, hard-nosed approach to productivity improvement - providing the owner or manager of an Ontario company with a learning opportunity available in no other jurisdiction.

The Board of Industrial Leadership and Development has contributed about one million dollars to fund this program. Several hundred executives have contributed their time to develop the ten courses. Colleges of applied arts and technology have made a commitment to offer the courses. Managers have tested the program - and given it straight A's.

The question is: Will Ontario managers have the foresight to use the program?

They must realize that we are playing in a high-stakes game. The strength of the economic recovery now under way is a function of our ability to improve our productivity.

If the Ontario economy does not mobilize itself to benefit from the global recovery, then some other economy will.

Combined with the programs in place and the initiatives announced in the recent budget, the Managing Productivity Improvement Program can give Ontario the decisive edge in the global marketplace.

There is no doubt in my mind that, armed with the right skills, and the right equipment, and given the best managerial leadership, the Ontario worker can outproduce, outperform, and outcompete the best in the world.

That is what MPIP is all about - making Ontario the best.

Youth Training and Skills Upgrading Addressed in Budget

On Tuesday, May 15, 1984, the Honourable Larry Grossman, Q.C., Treasurer of Ontario and Minister of Economics, presented the 1984 Budget in the Legislative Assembly of Ontario. The Budget contained many important initiatives relating to the provision of training and work experience. The following excerpt from the budget deals with the creation of training and work experience opportunities for young people.

Last year our colleges and universities provided opportunities for training and higher learning for more than 330 000 people in Ontario.

In addition, we have in place a range of programs that address specific employment problems of young people. These programs will now be co-ordinated and consolidated through Ontario Youth Opportunities. Young people and employers will gain access to this program through a province-wide telephone network. Ontario Youth Opportunities will place new emphasis on training and experience for:

- ° the hard-to-employ -- those young women and young men who suffer frequent and extended periods of unemployment; and
- ° young workers who have lost their jobs during the time of economic change.

I now wish to announce a ten-point strategy to increase youth training and youth employment in Ontario.

One: We will create a non-profit corporation called Ontario Youth Trust which will increase training and job experience for hard-to-employ young people. It will offer basic work skills and provide placements in local firms. The Government will expect business leaders from all regions of the province to serve as active members on the board of directors. Local firms will be asked by the board to provide funding, training positions, and jobs. They will also be asked to contribute staff to co-ordinate the program and provide counselling and job-search skills. These counsellors will work closely with participants during their early weeks of employment to help improve their job performance and build their self-confidence.

Two: Under a new program, Ontario Youth Corps, we will put our young people to work in important community services such as home care for the elderly and assistance for the handicapped and disabled. This will give them experience, work, and a sense of self-worth. We will provide wage subsidies and seed money to support initiatives developed by service organizations and municipalities.

Three: A new residential centres program will be created. It will offer basic and intensive education,

vocational training, and counselling for disadvantaged youth aged 15 to 19, who lack literacy and other basic skills needed to get a job. These centres will be operated by voluntary groups, businesses, school boards, or municipalities. Trainees will receive room and board and a weekly allowance.

Four: Through our community colleges, we will create a new Ontario Youth Start program combining instruction in basic work skills, on-the-job training, and counselling for young people who left school early and lack experience, motivation, and self-confidence. This program will operate away from the traditional educational environment and will use surplus space in public buildings, commercial facilities, and, where appropriate, vacant schools.

Five: A new program, Ontario Youth Tourism, will combine intensive training at a community college with on-the-job experience. Employers in designated tourist areas will be asked to create 2500 positions and provide young workers with a training allowance of \$100 a week.

Six: We are committing \$80 million to a new Ontario Youth Work Opportunities subsidy program. The object of this program will be to support those job opportunities that offer real training or important job experience. A variable rate of subsidy will be introduced so we can target support to young people whose employment problems are most severe. The highest rate will be offered to young people who have less than a high school education and who have been without work for at least three months.

Seven: To encourage young people to start new businesses and become entrepreneurs, a new year-round venture capital incentive will be established for out-of-school youth. It will provide interest-free loans of up to \$5000.

Eight: We will increase from 33 to 100 the number of youth employment counselling centres in Ontario and make this a permanent program. They will play an important role in directing young people to programs that meet their needs and will be a major link between young people and

opportunities for training and jobs. The new centres will be focused on smaller communities.

Nine: For many young people, the difference between staying in school and dropping out is the extra income they earn through a part-time job. To keep these young people in school, we will have, for the first time, a part-time employment program. A \$1.25 per hour wage subsidy will be paid to employers who provide part-time jobs for students identified by our counselling centres to be in serious financial need.

Ten: We will expand the Ontario Career Action Program and strengthen its value by focusing on training to develop more marketable skills. This year, the Government will increase this program's allocation from \$19 million to \$24 million, and will provide a combination of training and employment for more than 16 000 young people.

To oversee the co-ordination and design of provincial youth training and employment programs, we are appointing a Youth Commissioner reporting to the Chairman of BILD. The Youth Commissioner will be responsible for strengthening training and practical experience in all youth programs, and for placing a new emphasis on the needs of those young people whose employment problems are most severe. The Commissioner will have a mandate to work aggressively with individual firms and volunteer groups, to involve them in developing or participating in new training and job programs.

Many of the new initiatives I am announcing today have never been attempted in this country. They break new ground. They will provide an opportunity for every young person to prepare for a life of useful work and independence.

Retraining and Skills Upgrading for Experienced Workers

Mr. Speaker, we must also provide opportunities for our experienced workers to retrain and to upgrade their skills. The federal government already sponsors on-the-job training in industry and skill training in

Employment and Training Opportunities in Ontario

Program	Who Can Use It	What Help Is Available	Who Do I Talk To?
Apprenticeship Apprenticeship provides long-term training in about 450 highly skilled technical occupations. Apprenticeships last from two to five years. About 90 percent of the training is conducted in the workplace; the remainder is conducted in a college of applied arts and technology.	Apprentices must first be employed. The minimum entrance standard is graduation from Grade 10; however many employers require apprentices to have completed Grade 12 at the general or advanced level, with emphasis on mathematics and science.	Employers pay apprentices a percentage of the journeyman's/journeywoman's wage during training; wages increase as each stage of training is completed. Apprentices may receive support while they are attending the in-college terms.	Further information and a descriptive brochure is available from twenty-eight Regional Offices of the Skills Development Division listed in the blue pages of your telephone book under Government of Ontario, Colleges and Universities, Ministry of Apprenticeship and Tradesmen.
Colleges of Applied Arts and Technology (CAATs) Ontario's twenty-two colleges provide training in about five hundred occupations. Programs fall into three categories — those lasting three years, two years and one year or less. Programs are offered in business applied arts, social science, health, and technology. Most programs begin in September.	All Applicants to two- and three-year programs must have an Ontario Secondary School Graduation Diploma (OSSGD) or be over the age of nineteen. Some other programs lasting one year also require an OSSGD.	Trainees at colleges may receive support from the Ontario Student Assistance Program or from the federal government under the National Institutional Training Program.	The brochure "Horizons", which outlines post-secondary programs, and application forms are available from your local college of applied arts and technology.
Critical Trade Skills Training (CTST) Employer Sponsored Training (EST) CTST/EST is a joint federal-provincial initiative designed to alleviate shortages in designated occupations that require long-term, technically complex training of two or more years duration.	Long-term assistance will be provided to the private sector to alleviate skill shortages in designated occupations and high-skill areas.	Financial support is available on the following basis: 50 percent of the trainee's wages during 1600 hours in each of the first and second years of training.	A list of occupations deemed to be of national importance can be obtained from your local Canada Employment Centre or Skills Development Division Regional Office listed in the blue pages of your telephone book.
General Industrial Training This program addresses a wide range of higher- and middle-level skills that normally require short-term, on the job training to learn.	Employers whose operations are not financed primarily from public funds and who wish to train personnel in occupations which meet designated national or regional priorities.	Reimbursement of 50 percent of trainee wages for the training period under contract is available. Wage reimbursement of 75 percent for women in non-traditional occupations and 85 percent for special-needs clients is available.	For further information contact your local Canada Employment Centre or Skills Development Division Regional Office.
Involvement in Municipal Administration (I.M.A.) I.M.A. provides work experience for students interested in careers in local government. This program is offered during the summer (year round for Co-operative Education students). Students should contact their local municipality by February 28.	Post-secondary students enrolled in one of the following care programs; business or public administration commerce, economics or political science, urban geography, urban or regional planning, computer science or law.	Varies. Participating municipalities and planning boards receive \$135 a week per youth hired.	Contact the Subsidies Branch, Ministry of Municipal Affairs and Housing, Queen's Park, Toronto, Ontario, M5G 2E5.
Junior Conservationist Award Program Projects are designed to develop young people's appreciation of resource management. Offered 7 weeks in July and August.	Youths 16-18 years of age with active membership in conservation agencies such as 4-H Clubs, nature clubs, sportsmen's clubs, etc. Participants are sponsored by the agency.	\$10 per day plus room and board for a 6-day week.	Sponsoring organization or The Director Conservation Authorities and Water Management Branch, Ministry of Natural Resources, Queen's Park, Toronto, Ontario, M7A 1W3.
Junior Ranger Program Young people learn about natural resources by working in special outdoor camps. Offered during July and August. Apply as soon as possible after September 1.	Students 17 years of age and not yet 18 by August 31 who are residents of Ontario enrolled in secondary school.	\$10 per day plus room and board for a 6-day week.	Junior Ranger Program, Personnel Services Branch, Ministry of Natural Resources, Whitney Block, Queen's Park, Toronto, Ontario, M7A 1W3.

Program	Who Can Use It	What Help Is Available	Who Do I Talk To?
<p>The Linkage Project Linkage 1 enables secondary school students to complete part of the in-college portion of an apprenticeship training program while in secondary school. Linkage is offered as part of the secondary school technical education program.</p>	<p>The entrance standards of a technical education program apply.</p>	<p>Not applicable.</p>	<p>For additional information contact your school's Technical Director.</p>
<p>Non-Traditional Training for Women Two institutional training programs have been developed to assist women in various fields. Introduction to Non-Traditional Occupations (INTO) is an eight-week program designed to assist women in assessing their suitability for non-traditional work. Women in Trades and Technology (WITT) is an 18-week program that provides "pre-trades" instruction related to specific skill occupations.</p>	<p>The purpose of this program is to improve the employability and earning capacity of women.</p>	<p>Employers hiring and training women in non-traditional occupations may be eligible for 75 percent reimbursement of the trainee's wages during the training period under contract, to a maximum of \$250 per week.</p>	<p>For more information contact your local Canada Employment Office, college of applied arts and technology or Skills Development Division Regional Office listed in the blue pages of your phone book.</p>
<p>Ontario Career Action Program (OCAP) Young people are placed with employers for up to sixteen weeks and are given the opportunity to gain work experience and job skills so that they can start building a career.</p>	<p>Persons between the ages of sixteen and twenty-four who have been out of school for at least three months (excluding part-time and evening classes) and who are unemployed or actively looking for their first full-time job in the career of their choice.</p>	<p>\$100 weekly training allowance.</p>	<p>An application form and a descriptive brochure can be obtained from the OCAP office at your local college of applied arts and technology.</p>
<p>Ontario-Quebec Exchange Program This program provides students with a cultural experience and an opportunity to improve their second language by working with Province of Quebec ministries. This program is offered from May to August.</p>	<p>University students may apply.</p>	<p>Approximately \$6.35 per hour.</p>	<p>Ontario-Quebec Exchange Program, Civil Service Commission, Frost Building South, Room 128, Queen's Park, Toronto, Ontario, M7A 1Z5.</p>
<p>Ontario Management Development Program (OMDP) Employees and owner/managers are assisted in improving their supervisory skills in order to increase their effectiveness and the productivity of their company.</p>	<p>There are no minimum entrance requirements.</p>	<p>Colleges receive funding from the Ministry of Colleges and Universities to offer OMDP courses; therefore, course costs are low.</p>	<p>An application form and a descriptive brochure can be obtained from the OMDP office at your local college of applied arts and technology.</p>
<p>Ontario Training Incentive Program (OTIP) Under the long-term component of OTIP, Ontario provides financial incentives to employers to train in specified high-demand occupations. OTIP is integrated with federal programs.</p>	<p>Trainees can be either existing employees, or unemployed or laid-off persons.</p>	<p>Employers may receive a \$1,000 bonus at the end of each year's training and employment, for up to four years. In-school training and income support may also be available.</p>	<p>To obtain an application form and a descriptive brochure, contact the OTIP office at your local college of applied arts and technology.</p>

Regular Summer Hiring

Ontario ministries and associated agencies hire young people to help deliver their services during the summer. The work ranges from manual labour to positions requiring clerical or technical skills. This program operates from May to September, depending on the position.

Varies depending on the position.

Varies depending on the position.

For information contact the Personnel Branch of Ontario ministries.

Students Training in Industrial Relations (STIR)

Students are hired by the Ministry of Labour and placed with sponsoring organizations, including unions, companies, consulting firms, and government agencies, to gain experience in industrial relations. Program runs from May to August.

Senior university and college students with a demonstrated interest and academic background in industrial relations may apply. In the past, most students have had backgrounds in law, business, administration, labour studies, or social sciences.

Approximately \$185 per week.

Ministry of Labour,
STIR Program,
400 University Ave.,
2nd Floor, Toronto,
Ontario, M7A 1L2,
Telephone (416) 965-0379.

Student Venture Capital Program

This program offers interest-free loans of up to \$2,000 per venture to students who wish to operate their own businesses during the summer. Program runs from April to October.

Secondary school, college, and university students over the age of fifteen who plan to return to full-time studies in the fall.

Not applicable.

Ontario Youth Secretariat,
Box 500, Queen's Park,
Toronto, Ontario M7A 1Z1.

Summer Experience Program

This is an employment program that provides young people a wide variety of summer jobs in Ontario Government ministries and community organizations. This program runs from April to September.

Young people between the ages of fifteen and twenty-four are eligible.

Provincial minimum wage.

Guidebooks are normally available in late February at all college and university placement offices, all secondary schools, Canada Employment Centres and YWCA-YMCAs or from the Ontario Youth Secretariat, Box 500, Queen's Park, Toronto, Ontario, M7A 1Z1.

Training In Business and Industry (TIBI)

TIBI provides employees the opportunity to upgrade and update their skills to prepare for career advancement. TIBI provides general skills upgrading, training in advanced technology skills, including computer-aided design and manufacture (CAD/CAM), robotics, microprocessing, and training in computer software development.

TIBI programs can be sponsored by companies or groups of companies for their employees, or by unions for their members.

The cost of TIBI programs is shared among the participant, the sponsoring agency (either a company or a group of companies, or a union), and the provincial government.

To obtain an application form and a descriptive brochure, contact the TIBI office at your local college of applied arts and technology.

Ontario Youth Employment Program

Subsidies are provided to private sector employers who hire young people for newly created jobs.

Participants must be between the ages of fifteen and twenty-four.

Employers are provided with a subsidy of up to \$1.25 per hour; the minimum wage must be paid.

For information contact the Ministry of Municipal Affairs and Housing, Queen's Park, Toronto, Ontario, M5G 2E5.

Program	Who Can Use It	What Help Is Available	Who Do I Talk To?
Winter Experience 1984-85 Program This program is designed to provide work experiences for young people who face special difficulties (such as those with less than Grade 12 education or those with disabilities), to assist them to obtain full-time employment. Projects last up to twenty weeks. This year the program runs from November 1984 to March 1985.	Young people between the ages of sixteen and twenty-four who have not attended school full time for at least twelve weeks and who have been unemployed for at least twelve weeks.	Provincial minimum wage.	Guidebooks will be available by October 1984 at Ontario Youth Employment Counseling Centres, Canada Employment Centres, and YMCA-YWCAs or from the Ontario Youth Secretariat, Box 500, Queen's Park, Toronto, Ontario, M7A 1Z1.
Young Ontario Career Program Subsidies are provided to private-sector employers who hire young people for newly created jobs involving training and career development. The subsidy period is for twenty to twenty-six weeks. Only employers may apply.	Trainees must be between the ages of fifteen and twenty-nine. They must have either graduated from a post-secondary program lasting at least one year and not presently holding a permanent job related to their qualifications or have been unemployed for three months.	Employers are provided with a subsidy of \$2.50 per hour, to a maximum of \$100 per week.	Employers may contact the Ministry of Municipal Affairs and Housing, Subsidies Branch, Queen's Park, Toronto, Ontario, M5G 2E5.
Youth Employment Counselling Centres (YECCs) Community-based YECCs assist young people with special needs to make the transitions into the work force. They help young people to develop an awareness of their abilities, teach job search techniques and offer training and job placement assistance.	Young people between the ages of fifteen and twenty-four with limited education, with physical, mental, or emotional disabilities, or who face social or cultural barriers are eligible.	No financial support. Each participant receives intensive pre-employment counselling placement, and follow-up.	There are twenty-nine YECCs throughout the province; to locate the one nearest you, contact: Ontario Youth Secretariat, Box 500, Queen's Park, Toronto, Ontario, M7A 1Z1.
Contacts Ministry of Education/Colleges and Universities, Communication Services Branch, 14th Floor Mowat Block, Queen's Park, Toronto, Ontario, M7A 1L2. Telephone: Metro Toronto 965-6407 Rest of Ontario 1-800-268-7501 807 Area: call operator ask for Zenith 64140. Twenty-eight Regional Offices of the Skills Development Division listed in the blue pages of the telephone book under: Government of Ontario Colleges and Universities Ministry of/Apprenticeship and Tradesmen.	Secretariat for Social Development Ontario Youth Secretariat Box 500, Queen's Park, Toronto, Ontario, M7A 1Z1. Telephone: Summer Experience Program All of Ontario *(416) 965-0564 Winter Experience Program All of Ontario *(416) 963-2255 Student Venture Capital Metro Toronto 965-6911 Rest of Ontario *(416) 965-0546 Youth Employment Counselling Centre All of Ontario *(416) 965-0480	Ministry of Municipal Affairs and Housing Subsidies Branch, Queen's Park, Toronto, Ontario, M5G 2E5. Telephone: Young Career Action Program All of Ontario 1-800-387-1290 Ontario Youth Employment Program Metro Toronto 585-2014 Rest of Ontario 1-800-268-7592 807 Area: (416) *585-2014 *Call collect outside the 416 calling area.	

Ontario's community colleges. The province has a network of colleges and universities teaching skills and developing the techniques and knowledge necessary to adapt successfully to a changing economy. We also have a wide range of direct training initiatives.

With the new Ontario Skills Fund, we will strengthen our commitment to retraining and skills upgrading. We will invest \$150 million over the next three years to help experienced workers adapt to economic transition, and provide skills and technical upgrading opportunities for women who want to enter or return to the labour force.

First: We will create, for the first time in Canada, an incentive to establish training trust funds which will encourage workers and firms to undertake continuous training efforts. Employers and employees will make equal hourly contributions to the trust fund. In the first year, the province will match the hourly contribution of employees up to a maximum of \$100 000 for each firm. These funds will provide retraining and job security. They will also encourage more businesses to establish training programs and develop co-operative arrangements among business, labour, and government.

Second: We will provide \$40 million this year for special training initiatives targeted to help women, older workers, and others adversely affected by technological change. These programs will help them to complete high school education, take technical courses, upgrade skills, obtain training in new technology, and participate in on-the-job training. In particular, we are tripling our funding for the Technical Upgrading Program, from \$4 million to \$12 million. This will provide new opportunities for women who want to improve their qualifications so they can enter the work force or benefit from more advanced technical training.

Third: We will create a new incentive to help older workers who have been laid off. Employers who hire and train laid-off workers over age 45 will receive a \$2000 incentive when the employee has been on the job for

one year. Older workers who have lost their jobs as a consequence of economic change face a distinct and serious set of problems. This measure will provide special support to help them acquire marketable skills.

Fourth: The Government will provide financial assistance to Unemployed Help Centres run by trade unions. During our pre-budget consultations, the Ontario Federation of Labour emphasized that these centres provide important counselling, advice, and support for laid-off workers. Therefore, we have decided to provide funding to help keep the centres open this year.

1-800-263-7777: Hotline for Youth Employment Programs

It was bound to happen. And it did. When the Ontario Youth Opportunities program was announced in the budget on May 16 the phones started ringing. And they have continued to ring. By the end of June, the Ontario Youth Opportunities Information Centre was receiving an average of two thousand calls a month.

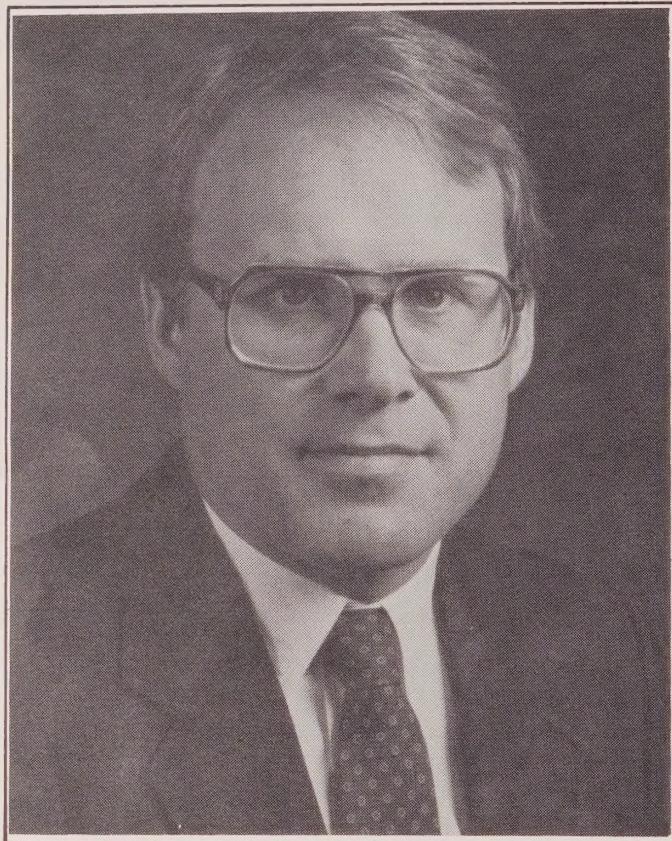
The centre, funded by the Board of Industrial Leadership and Development (BILD), is intended to serve as a "one-window" source of information on youth employment programs.

Although most calls to date have been from employers, staff on hand are able to direct young people, community groups, and even parents who are concerned about training and employment to the proper agency.

"This telephone hotline," says Helmut Zisser, the centre's manager, "is actually a co-ordinating centre for up-to-date information on the agencies and sources handling the various aspects of the Ontario Youth Opportunities program. It's a fine example of co-operation between government and agencies, fusing the parts for the greatest payoff."

With the help of a radio, TV, and newspaper advertising campaign aimed at employers, calls to the centre are expected to increase dramatically before levelling off at about five thousand per month.

Ken Dryden Wants a Fair Deal for Youth



Ken Dryden, appointed Youth Commissioner on June 1, has been assigned the formidable task of co-ordinating the Ontario Youth Opportunities (OYO) program.

The \$450-million, ten-point program was introduced earlier this year in the government Budget. It has been designed to provide major new opportunities for young workers to acquire the training and experience they need to prepare for the future.

Funded by the Board of Industrial Leadership and Development (BILD), OYO works in conjunction with existing programs and related provincial ministries, while complementing the activities of the federal government and our educational system. The program will mobilize the efforts of volunteer groups, municipal agencies, and the business sector.

"Essentially, I'm here to oversee the co-ordination and design of the strategy, reporting to the Chairman of BILD," says Mr. Dryden. "We are responsible for strengthening training and practical experience in all youth programs. This

office will place new emphasis on the needs of youngsters whose employment needs are most severe."

Mr. Dryden points out that "with youth unemployment at double the standard total unemployment rate, we are particularly keen to get out into the province and work with individual firms, volunteer groups, and the municipalities -- involving them in developing or taking part in training and job programs. We want to explain to them how the various government programs can be utilized to best advantage."

"Youth unemployment has become a chronic problem. It no longer fits the jaundiced view of shiftless youngsters with no ambition. College grads are out there looking for, but not finding work -- any kind of work. How can disadvantaged youth compete?" he asks, and immediately provides the answer: "Our program is designed to help youngsters who haven't had many advantages or opportunities to see some hope in their future."

When asked what personal philosophy he applies to his new position as Youth Commissioner, Ken Dryden sums it up by saying, "I have a strong desire to see people get a fair deal."

And that's what the Ontario Youth Opportunities program offers -- a fair deal!

Enthusiasm Is the Key to Apprenticeship

The following story has been reprinted with the permission of the St. Catharines Standard.

- SHE'S SHAW'S FIRST FEMALE CARPENTER

The carpenter's shop at the Shaw Festival [in Niagara-on-the-Lake] at this time of year bustles with activity and deafening noise, as the push is on to complete the sets for the company's eight summer productions.

Working under head carpenter Murray Morrison, carpenters Max Bartell, Paul Jenkins, Ron Lightfoot and Andrew Wallace are busy sawing and cutting wood plastics, styrofoam or whatever it takes to make scenery and to assemble it.

Joining them in the carpenter's shop is an apprentice, eager to learn everything there is to know about this special trade.

Chrystine Anderson, looking younger than her 22 years, is the first woman to work as a carpenter at the Shaw Festival. She is also the first full-fledged apprentice in the stage carpentry trade sponsored by the Ontario Ministry of Colleges and Universities' apprenticeship program.... Part of the funding for her position also comes from [the Canada Employment and Immigration Commission's] General Industrial Training program for females in non-traditional roles.

Her training program was especially developed for the Shaw Festival by the ministry, since stage carpentry does not fit within the standards of general carpentry in the province.

The apprenticeship calls for 5400 hours of work training, which Mr. Morrison said will take about four Shaw seasons to complete. In addition, Miss Anderson also has to attend two 10-week courses in general carpentry at Mohawk College [of Applied Arts and Technology] to receive her certificate [of apprenticeship].

The young woman has wanted to be a carpenter for as long as she can remember. "I always liked it. I could never paint or anything like that, but working with wood was very creative."

A St. Catharines native who attended Merritton High School, she now makes her home in Niagara-on-the-Lake. She attended Niagara College [of Applied Arts and Technology], taking basic and advance carpentry before working on the first phase of the restoration of the old Court House. It gave her her first contact with the theatre world.

Determined to learn more about stage carpentry after a friend told her about it, she began to enquire about the possibility of becoming an apprentice. The outcome, after many months, was the program especially designed for her, but which now will serve as a blueprint for other theatre companies.

"I feel so lucky and so good to be here. There is such a broad horizon here, so much to do. People are so good to me here", she blurted out enthusiastically.

What makes her especially happy is that she has encountered no prejudice against her being female by anyone in the shop and [that] everyone is very helpful to her.

"I can go into the shop right now and ask anyone what they are doing and they'll stop and tell me what and why. And why is so important here because of the way sets have to be made to travel, to take the strain."

She is constantly amazed by the intricate ideas behind stage carpentry, which one wouldn't think of ordinarily. As she pointed out, the walls in a house don't shake when a door is slammed. But on a set, where the walls are not firm as in a house, when the script calls for a door to slam, special features have to be built into the construction to ensure the set walls won't move before the audience's eyes.

Regular working hours are from 8 a.m. to 5 p.m., but at least two nights a week Miss Anderson works overtime. Being paid for her work is another thing that amazes her. "I was so happy just to get the job, I would have paid for doing it. I am so lucky to be working with these people."

During a backstage tour, showing off some of the sets she has been working on, she explained that what she particularly likes about working at the Shaw Festival is that there are so many different people backstage, on stage and in front of the stage, all working toward the same goal - putting a show on for the public.

This feeling of belonging to a diverse group with a common interest, and the great variety of work which a stage carpenter has to do, have convinced her that stage carpentry is the only job she wants to do. "I am in awe about the whole thing. I never thought you could have a job where you work eight hours and want to stay 10."

Her training at Niagara College has come in handy, but she said it really only provided her with the very basic knowledge of carpentry. Now is the time when she is really learning what it is all about.

"I try so hard to be open to learn. That is the only thing I am concerned about. You can never know everything well, but in time I'll know a lot."

St. Catharines Standard

First Stage of Youth Works Program Will Create 3000 Jobs

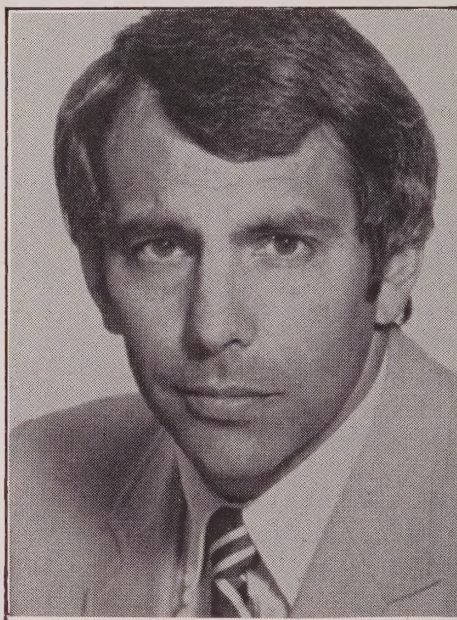
Treasurer Larry Grossman recently announced that \$11.5 million will be provided to Youth Employment Counselling Centres across Ontario to create 3000 jobs for young people. The 34 community-based counselling centres assist young people to develop awareness of their skills, teach job search techniques, and offer training and job placements, matching the needs of young people and those of employers.

The 11.5 million grant is the first stage in the new Youth Works Program, which will be financed through the Ontario Youth Opportunities Fund announced in the spring budget. Youth Commissioner Ken Dryden feels the funds will provide employment for young people having difficulty finding a job.

Employers have started using the toll-free youth employment line to offer employment to young people. Youth Employment Counselling Centres will provide assistance in bringing employer and prospective employees together. The experience gained will equip young people with skills that can lead to full-time employment.

Employers and young people interested in the Youth Works Program should write to Ontario Youth Opportunities, Government Mail Service, Box 84, Queen's Park, Toronto, Ontario, M7A 1N3, or call the toll-free number 1-800-263-7777.

Appointment



Dr. Ralph Benson has been appointed Assistant Deputy Minister of the Skills Development Division of the Ministry of Colleges and Universities.

Dr. Benson joined the Ministry of Colleges and Universities on April 1 of this year as Assistant Deputy Minister, University and Student Affairs, and will retain the duties of this position. The structure of the two divisions will be maintained for the time being, but a reorganization is planned.

Dr. Benson has long been associated with educational finance. He joined the Ministry of Education as Grants Research Officer in 1971 and later became Chief, Education Finance. In 1982 he was appointed Assistant Deputy Minister, Finance and Policy, in the Ministry of Agriculture and Food. Dr. Benson is recognized in Canada for his contributions to the field of educational finance and has lectured extensively in this area.

Métiers

Métiers, la version en français du Skills, est disponible sur demand auprès de l'éditeur.

Lettres et articles seront très appréciés et doivent être envoyés au:

Le rédacteur en chef
Skills/Métiers
Suite 1656, Mowat Block
900, rue Bay, Toronto
M7A 1L2

Story ideas and articles are most welcome, as are your comments about this newsletter.

If you know of anyone who you feel would enjoy reading Skills, please notify:

The Editor Skills/Métiers
Room 1464, Mowat Block
900 Bay Street, Toronto
M7A 1L2